

## **Recommendations**

1. Clear definition in law of Bullying.
2. Bullying Legislation to address Bullying directly and not indirectly as with "Brodie's Law"
3. Development and implementation of mandatory of education and support mechanisms within the Workplace for organisations by way of 'work groups' with reporting to an overriding monitoring body. Large and medium organisations should carry the cost and for small business WorkSafe should supply such mechanisms.
4. These mandatory workgroups to be non partisan and able to raise issues in large organisations; reporting mechanisms which puts the onus on the organisation to stop bullying and provide proof of this to the regulators such as WorkSafe
5. Development and implementation of open and transparent processes for victims to engage with the process of the Law between WorkSafe and the Police.
6. Development of awareness through education regarding all forms of bullying and how bullies use tools such as cognitive distortions, lies and secrecy to hide behind.